

**The Gray Charter School
Board of Trustees
Policy**

Affirmative Action

P2002

The Board of Trustees

The Gray Charter School will continue to support its Affirmative Action Resolution approved annually, and to implement the district's equal education opportunity policy, school and classroom practices plan and contract/employment practices plan in accordance with law and regulation. A copy of the district's affirmative action plans and self-evaluation of affirmative action achievement shall be available in the district office.

Harassment

The Board of Trustee shall maintain an instructional and working environment that is free from harassment of any kind. Administrators and supervisor will make it clear to all staff, pupils and vendors that harassment is prohibited. Sexual harassment shall be specifically addressed in the affirmative action in-service programs required by law for all staff.

Sexual harassment of staff or children interferes with the learning process and will not be tolerated in the school. Any child or staff member who has knowledge of or feels victimized by sexual harassment should immediately report his/her allegation to the affirmative action officer or building principal. The policy statement will be distributed to all staff members.

Staff or pupils may file a formal grievance related to harassment on any of the grounds addressed in this policy. The affirmative action officer will receive complaints and carry out a thorough investigation, and protect the rights of both the person making the complaint and the alleged harasser.

Finding of discrimination or harassment will result in appropriate disciplinary action.

School and Classroom Practices

In implementing affirmative action, the district shall carry on:

- A. A process of identification and correction of the denial of equality of education opportunity for pupils and solely on the basis of race, color, creed, religion, sex, ancestry, national origin, social or economic status, or non-applicable handicap;
- B. A continuing re-examination and modification, as may be necessary, of its school and classroom programs; of location and use of facilities; of its curriculum development program and its instructional materials; of the

availabilities of programs of children; and of equal access of all eligible pupils to all extracurricular programs.

These topics are included in the pupil and instruction policies of the district at #5145.4 Equal educational opportunity, #6121 Affirmative action: Instructional Program and #6145 Extra-Class Activities.

Contact/Employment Practices

The district directs the Principal to ensure that an appropriate administrator implements the district's affirmative action policies by:

- A. Adhering to the administrative code in selection of vendors and suppliers that their employees are bound by the district's affirmative action policies in their contacts with district staff and pupils;
- B. Continuing implementation and refinement of existing practices and affirmative action plans, making certain that all recruitment, hiring, evaluation, training, promotion, personnel-management practices and collective bargaining agreements are structured and administered in a manner which further equal employment opportunity principles and eliminates discrimination on the basis of race, creed, religion, sex, ancestry, national origin, social or economic status or non-applicable handicap; holding in-service programs on affirmative action for all staff in accordance with law.

These topics are included in the business and non-instructional operation, and the personnel policies of the district at #3320, #4111.1 and #4211.1.

Handicapped

In addition to prohibiting and employment decisions based on non-applicable handicapping condition, the district shall, as much as feasible, make facilities accessible to handicapped pupils and employees as intended by Section 504 and as specified in the administrative code.

Affirmative Action Officer(s)

The Board-appointed affirmative action officer(s) shall focus on possible discriminatory practices in purchasing, personnel and educational activities, and suggest to the board ways in which to correct any discriminatory practices found.

The affirmative action officer(s) shall monitor compliance with this policy. The name, work location and telephone number of the district affirmative action officer(s) shall be made known to staff, pupils and parents/guardians annually.

Report on Implementation

The superintendent shall devise regulations, including grievance forms and procedures to implement the district's affirmative action policies. He/she shall report to the board annually on the effectiveness of this policy and the implementing procedures.

Legal Reference:	<u>N.J.S.A.</u>	10:5	Law Against Discrimination
	<u>N.J.S.A.</u>	18:6-5, -6	Inquiry as to religion and religious tests prohibited...
	<u>N.J.S.A.</u>	18A:18A-17	Facilities for handicapped persons
	<u>N.J.S.A.</u>	18A:26-1, -1.1	Citizenship of teachers, etc...
	<u>N.J.S.A.</u>	18a:29-2	Equality of compensation for male and female teachers
	<u>N.J.S.A.</u>	18A:36-20	Discrimination; prohibition
	<u>N.J.S.A.</u>	18A:58-16	Rules (state aid)
	<u>N.J.A.C.</u>	5:23-7	Barrier free subcode of the uniform construction code
	<u>N.J.A.C.</u>	6:4	Equality in educational programs

See particularly:

<u>N.J.A.C.</u>	6:4-1.3,-1.5,-1.6	
<u>N.J.A.C.</u>	6:8-4.3(A) 6vi	Evaluation of elements and standards (staff)

B.P. 2002

Adopted: September 2000